

BA365: Leadership Theory
Upper Iowa University –Madison Center
Term 2: October 29 – December 17, 2009
Thursday, 5:30 PM – 10:00 PM

INSTRUCTOR: Daniel Zinsmeister, MS, MBA
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BIOGRAPHY: Daniel Zinsmeister earned an MBA and Total Quality Management Certification from Edgewood College, Madison, Wisconsin. He earned a Master of Science in Natural Resource Management from the University of Wisconsin- Stevens Point, WI. In his career he has integrated business consulting with environmental management for both public and private organizations.

REQUIRED TEXT: Rost, Leadership for the 21st Century, Praeger 1993
Wren, The Leader's Companion, Free Press 1995

COURSE DESCRIPTION: BA 365: This course examines leadership as a process, rather than a position. It will investigate leadership theories based on power and influence, personality and attitude, fellowship, groups and teams and contingency theory, and will survey and analyze leadership skills.

LEARNING OBJECTIVES:

- Understand the nature and importance of leadership.
- Explain the differences between the meanings of leadership in the industrial and in the emerging social paradigm.
- Define the industrial paradigm of leadership behaviors, attitudes, and styles.
- Compare and contrast major leadership theories and associated research findings.
- Understand the roles of power, politics and influence in the process of leadership.
- Explain the roles of motivation, influencing and problem solving in the leadership process.
- Analyze the role of the leader in the leadership process.

ASSIGNMENTS AND READINGS:

WEEK 1: Thursday October 29: Class syllabus and schedule review. Readings: *The Problem with Leadership Studies*, Rost. *Part I - The Crisis of Leadership*, Wren.

WEEK 2: Thursday November 5: Readings: *An Overview of Leadership Studies, Definitions of Leadership: 1900 – 1979*, Rost. *Part II -What is Leadership, Part III - Historical Views of Leadership*, Wren. Exam 1 issued.

WEEK 3: Thursday November 12: Readings: *Leadership Definitions in the 1980s*, Rost. *Part IV – Modern Views of Leadership*, Wren. Exam 2 issued.

WEEK 4: Thursday November 19: Readings: *The Nature of Leadership*, Rost. *Part V - The Leader, Part VI – The Followers*, Wren. Exam 3 issued.

WEEK 5: Thanksgiving: November 26: This week the assignment will be to spend five hours on your Leadership Essay in order to complete the assignment and begin to prepare a presentation of the material.

WEEK 6: Thursday December 3: Readings: *Leadership and Management*, Rost. *Part VII – Leaders and Followers Together, Part VIII – The Leadership Environment*, Wren. Exam 4 issued.

WEEK 7: Thursday December 10: Readings: *Leadership and Ethics in the 1990's*, Rost. *Part IX - Leading Individuals, Part X – Leading Groups*, Wren. Exam 5 issued. (Quality Leadership: An example of 21st Century Leadership.)

WEEK 8: Thursday December 17: Readings: *Leadership in The Future*, Rost. *Part XI – the Skills of a Leader, Part XII – Leadership in Practice*, Wren. Exam 6 in class. Student/class Leadership project due.

SKILLS IN MAJOR: Upon successful completion of the major, students will:

- Explore the social, cultural, and behavioral foundations of human enterprise.

EXAMS:

All students will be expected to complete take-home exams of weekly assigned readings. These exams will consist of essay questions pertaining to the assigned readings in the text. A total of 6 exams for the term will count for 75% of the final grade.

ASSIGNMENTS:

Weekly Reading Assignments: Students are expected to come to class prepared to discuss the concepts from the readings assigned each week. Class participation is a reflection students are engaged in the subject matter.

Leadership Essay: Each student will be expected to do a leadership essay on a major change process that took place in world history. The essay will describe the great woman/man and how this person was involved in a leader/follower relationship in this major change process (See handout- 1st class). The essay will be type written not more than 10 pages in length, doubled spaced with appropriate citations based on the proper APA format. Students will present their essays on the final night of class. This assignment will count 25% of the final grade.

MISSED ASSIGNMENTS OR EXAMS:

Assignments: Any written assignments, exams, must be completed on time. Please contact the instructor ahead of the deadline to discuss any special circumstances and arrangements. Late assignments without prior arrangements will result in a reduction in your final grade.

ATTENDANCE:

Attendance: is required at all class sessions. Please contact the instructor in advance to arrange for any expected absences. Unexcused absences will result in a reduction in your final grade. Participation in class discussions is expected. Research shows active participation reinforces learning and retention.

CITATIONS:

Encyclopedias of any kind, including the very popular Wikipedia, are not primary sources and should not be cited or used in constructing academic papers at the graduate or undergraduate level. They can, however, be useful to help some background information and to point the way to more reliable sources.

GRADING CRITERIA:

Weekly Exams:	6 Exams X 50 points	300 points	75%
Leadership Essay		100 points	25%
Total Points		400 points	100%

GRADING:

Your grade will be assigned based on the following total point scale.

368 and over	=A
360 – 367	=A-
328 - 359	= B
320- 327	= B-
288 – 319	= C
280 – 287	= C-
248 - 279	= D
240 - 247	= D-
<240	= F

DISABILITIES STATEMENT: All efforts will be made to accommodate students with disabilities. Contact instructor concerning special circumstances and make sure disability is on file with campus office. Cell phones and pagers are to be turned off during class, except for special circumstances discussed with instructor prior to class.

Refer to Center policy for plagiarism and cheating.

***This syllabus is tentative and subject to change**